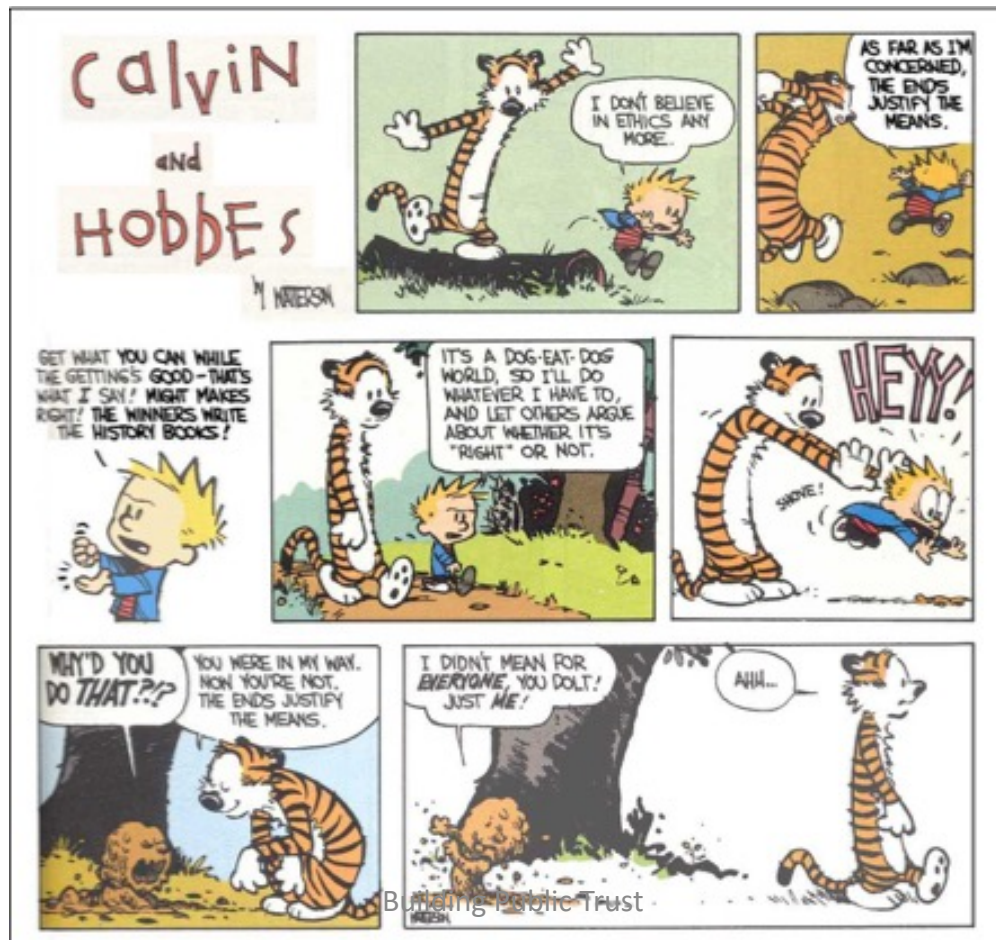


Ethics

Federal Emerging Leader Development Course

8 July 2023

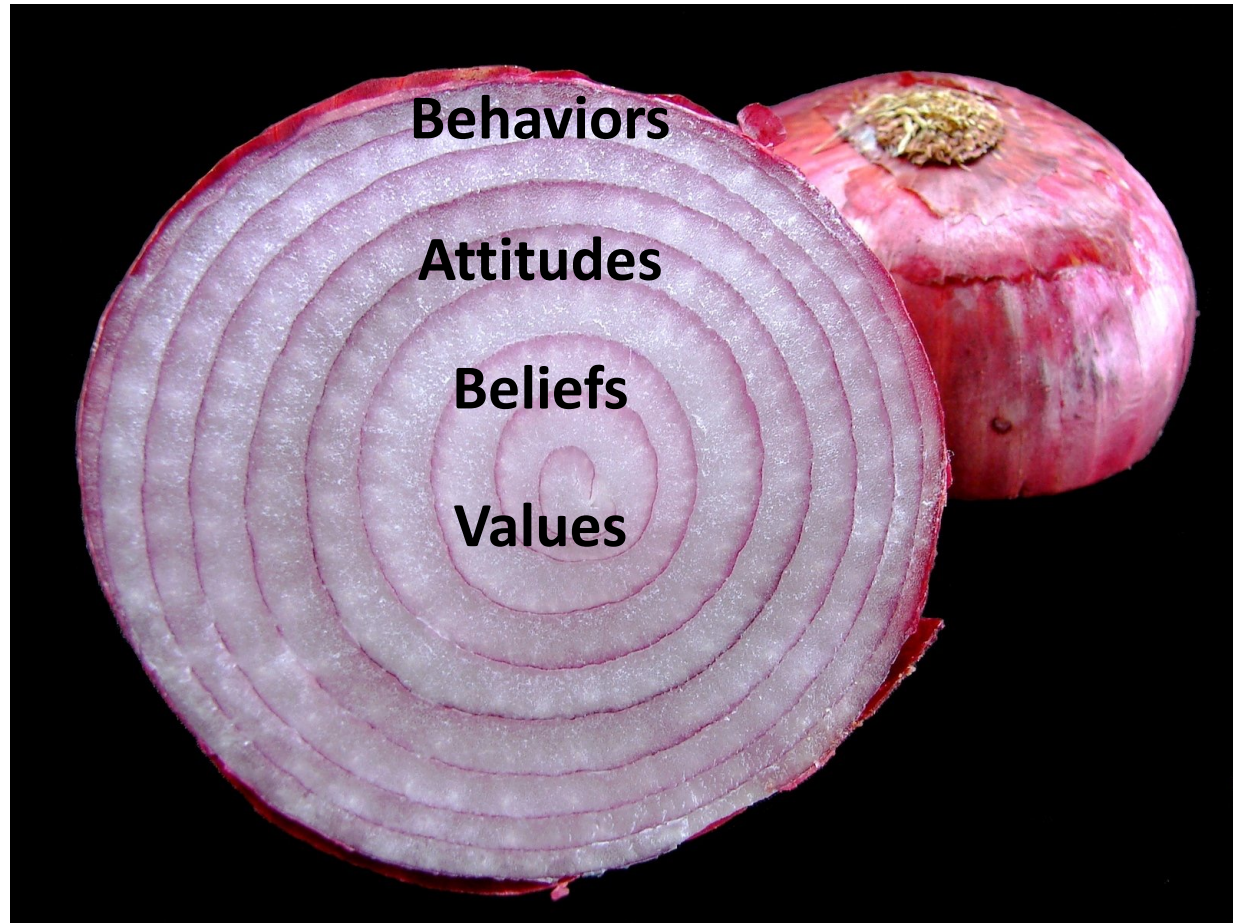


Cultural

- Professional
- Organizational
- Personal / Individual



“Beliefs”



Opinions and perceptions of fact based on one's values and experience. Beliefs operate to provide a person with a frame of reference concerning. “right/wrong and good/bad.”

Definition of Ethics

“Dictionary of Psychology”

“A branch of philosophy concerned with that which is deemed acceptable in human behavior, with what is good or bad, right or wrong in human conduct in pursuit of goals and aims.”

Ethics explores the nature of rights, of moral responsibilities, and of how to go about addressing an ethical problem.

“On the whole human beings want to be good, but not too good, and not quite all the time”

George Orwell

Professional Ethics

Code of Federal Regulations

Code of Federal Regulations (annual edition)

AE 2.106/3:5/

Title 5 – Administrative Personnel

Chapter XVI – Office of Government Ethics

Subchapter B – Government Ethics

Part 2635 – Standards of Ethical Conduct for Employees of the Executive Branch

Subpart C – *Gifts Between Employees*

Section 2635.301 – Overview

January 1, 2019

Organizational Ethics

The Boy Scout Law:

"A Scout is trustworthy, loyal, helpful, friendly, courteous, kind, obedient, cheerful, thrifty, brave, clean and reverent."

Personal Ethics

- Respect for people's dignity and rights
- Responsible practice
- Integrity in relationships
- Responsibility

Ethical Decision Making



Ethical Problems

Ethical problems are choices between:

Values

Morals

Philosophies

Principles

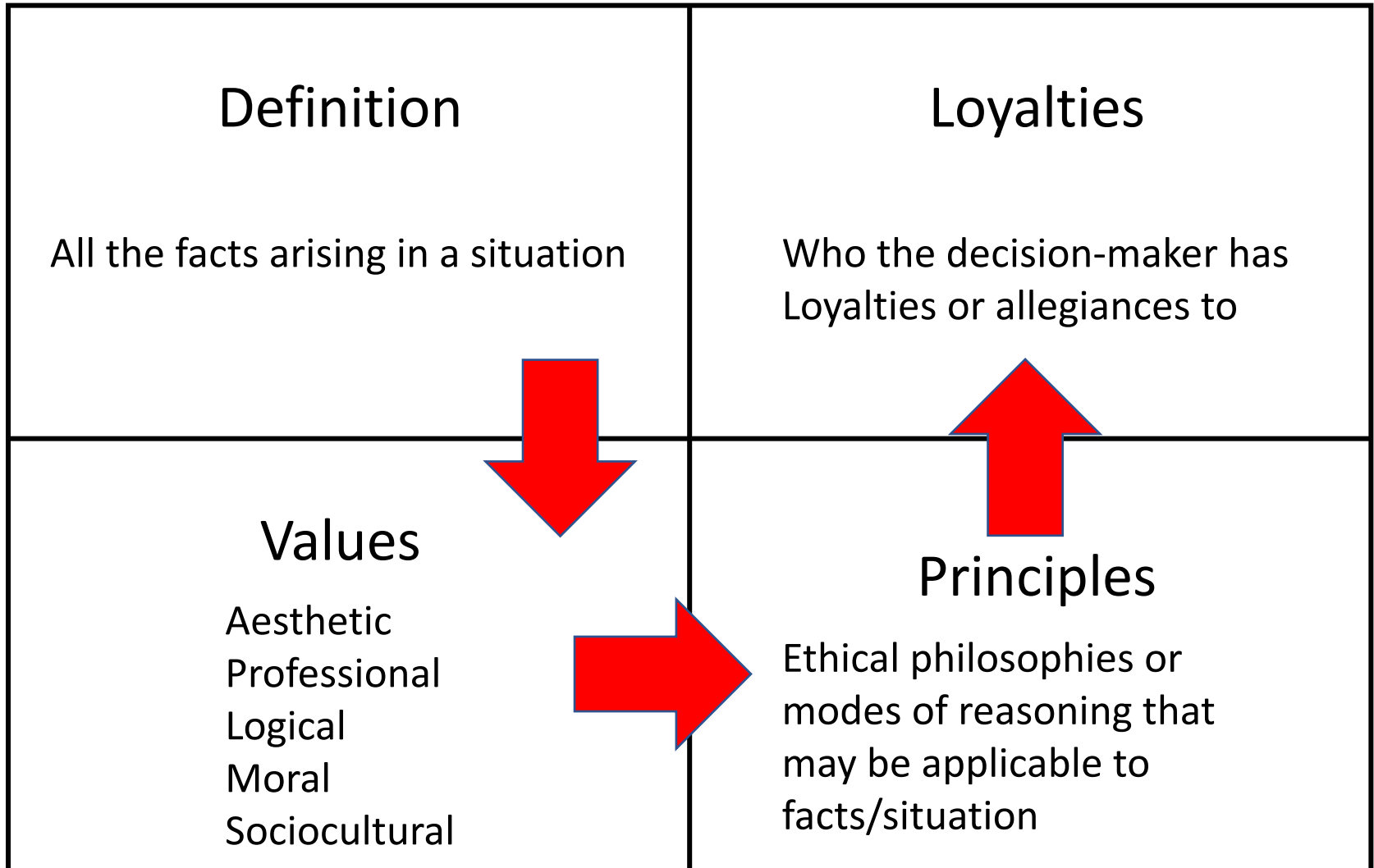
Beliefs

Ideologies

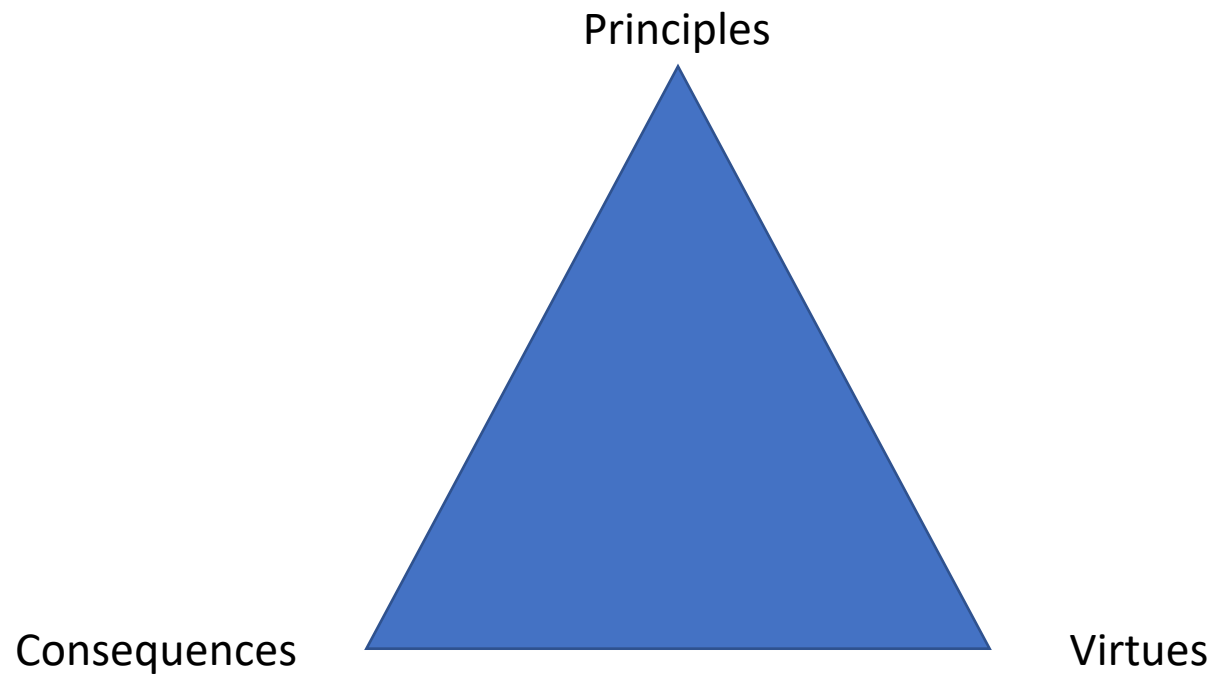
Ethical Decision Making

- Define the Problem
- Know the Relevant Rules
- Develop and Evaluate Courses of Action
- Choose the Course of Actions that Best Represents Organizational Values

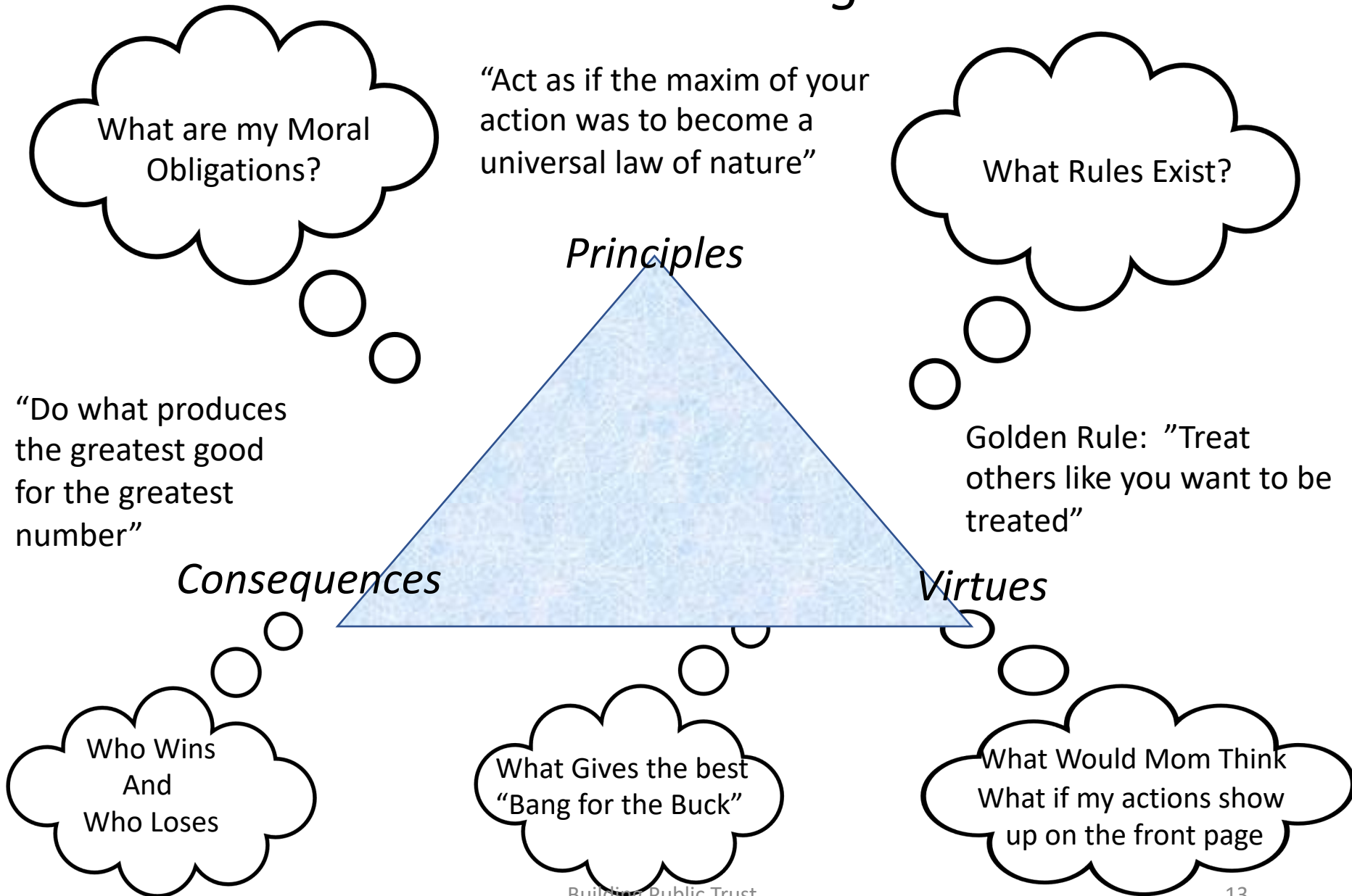
The Potter Box



Ethical Decision Making



The Ethical Triangle



Three "Ethics Checks" To Help Individuals Decide What Is Right:

- Is it legal?
Will I be violating either civil law or company policy?
- Is it balanced?
Is it fair to all concerned in the short term as well as the long term?
Does it promote win-win relationships?
- How will it make me feel about myself?
Will it make me proud?
- Would I feel good if my decision was published in the newspaper?
- Would I feel good if my family knew about it?

Blanchard and Peale (1988)

Ethics Alarms

“... the feelings in your gut,
the twinges in your conscience,
and the sense of caution in your brain

when situations involving choices of right and
wrong are beginning to develop, fast approaching,
or unavoidable.”

Key Words and Concepts:

Ethics: The process of determining right and wrong conduct. The discipline dealing with what is good and bad and with moral duty and obligations

Ethical Behavior: Behavior that conforms to accepted standards of conduct

Ethical Reasoning: The process of sorting out the principles that help determine what is ethical when faced with an ethical dilemma.

Ethical System: A specific formula for distinguishing right from wrong

Key Words and Concepts:

Unethical: An action or conduct which violates the principles of one or more ethical systems, or which is counter to an accepted ethical value, such as honesty

Non-ethical Considerations: Powerful human motivations that are not based on right or wrong, but on considerations of survival and well-being, such as health, security, love, wealth, or self-esteem.

Ethical Dilemma:

A problem in which the ethical choice involves ignoring a powerful non-ethical consideration. Do the right thing, but lose your job, a friend, a lover, or an opportunity for advancement. A situation or problem facing an individual that involves complex and often conflicting principles of ethical behavior

Ethical Dilemma

“Your co-worker asks you to cover for him so he can sneak out of work early to go to his son’s softball game. “

Do you agree or not? WHY?

If he went anyway, would you keep silent or not? WHY?

Now, just in case you're feeling very virtuous because you *know* you'd always make the ethical choice in those cases, ask yourself:

Have You Ever...

- . . . lied to your mother? your spouse, your kids? your boss? a co-worker?
- . . . lied so you wouldn't hurt someone's feelings?
- . . . lied to get out of a business or social engagement?
- . . . taken a questionable deduction on your income tax?
- . . . fudged figures on a report to make the results look better?
- . . . taken a sick day when you weren't sick?
- . . . lied to a customer ("we sent your order yesterday") or creditor ("the check's in the mail")?

. . . cut corners on quality control?

. . . blamed someone else for something you knew you were partly responsible for?

. . . used any of these phrases: “Everybody does it,” “It’s the lesser of two evils,” “It’s only a little white lie,” “It doesn’t hurt anyone,” “Who will know?”

. . . put inappropriate pressure on others?

In the real world, ethics ain't easy. Somehow, we must strive to come up with a way of looking at even the most complicated situations and evaluating them with an eye to what's right—not what will cause the least trouble. We must create a basis upon which to build the kind of success that feels good because we know what we're doing represents us at our best.

Questions

